UNITED STATES ARMY HUMAN RESOURCES COMMAND

TRANSPORTATION OFFICER BASIC COURSE BRIEF

CPT NELSON

AGENDA

- Organization
- Mission
- Assignment officer responsibilitie
- Demographics
- Operational assignments/Pinpoint
- Leader development
- JODSF/OER/ORB
- DA photo
- Individual officer responsibility
- Road to captain
- Board Results
- Summary

TRANSPORTATION TEAM

LTC MIKE MACNEIL
BRANCH CHIEF

LTC JIM KINKADE
LIEUTENANT COLONEL
ASSIGNMENTS OFFICER

MAJ STAN WILLIAMS
MAJORS
ASSIGNMENTS OFFICER

CPT LISA SAULSBERY
CAPTAINS
ASSIGNMENTS OFFICER

CPT KRISTEN NELSON
LIEUTENANTS ASSIGNMENTS
OFFICER/FRO

Ms. ALICE DOWDELL
HUMAN RESOURCES ASSISTANT

MISSION

Ensure Readiness

Provide the Right Officer

at the Right Time

With the Right Skills

BASED ON:

- ***Army Requirements***
- ***Officer Professional Development Needs***
- ***Officer Personal Desires***

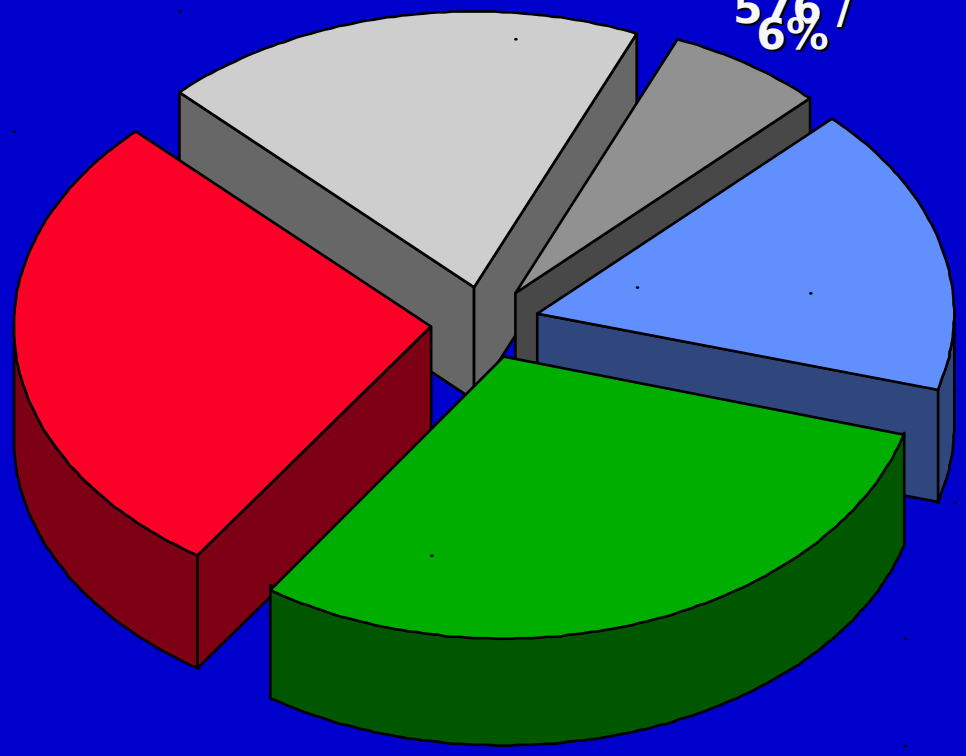
Try! To Provide Flexibility / Stability

YOUR ASSIGNMENTS OFFICER

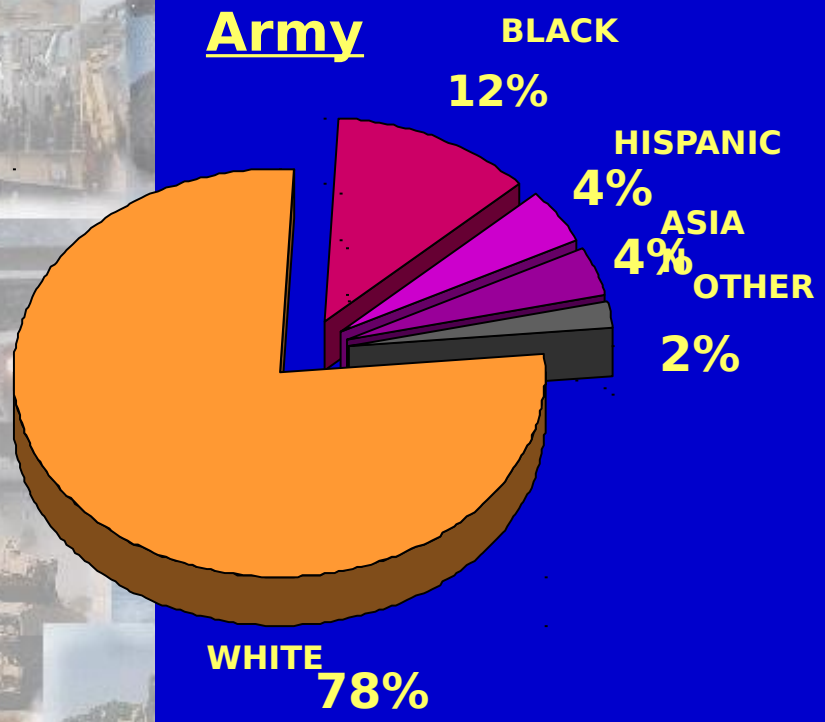
- Meets Army requirements - Doesn’t create them
- Professionally develops officers to meet future requirements
- Assigns to major Army commands (MACOMs) - Not to duty positions (i.e pinpoints)
- Considers tour (overseas) equity
- Considers experience, training, and education
- Must adhere to changing policies
- Is NOT part of the promotion or selection process
- Cares for each officer - but NOT at the expense of others
- Manages a population of 600-700 LTs
- Is Human!

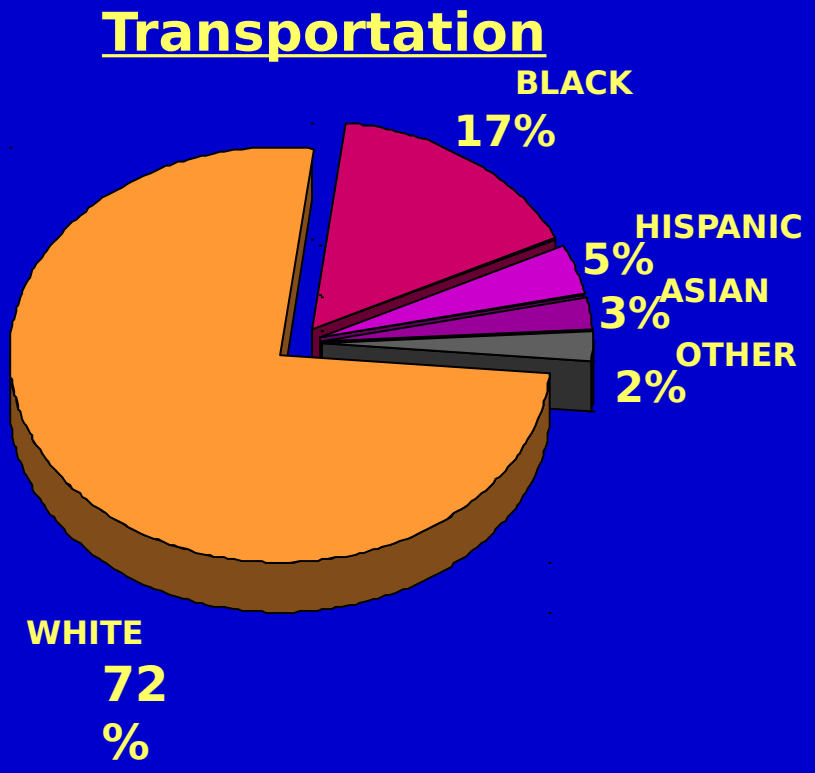
COMBAT SERVICE SUPPORT DIVISION

CSS POPULATION BY BRANCH



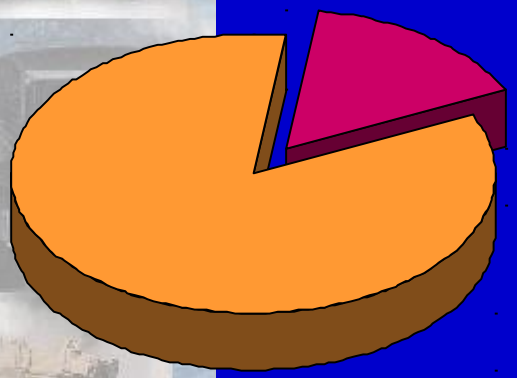
TRANSPORTATION CORPS DEMOGRAPHICS



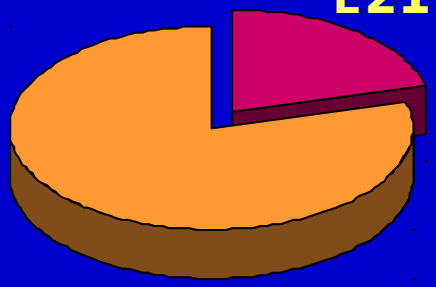


TRANSPORTATION CORPS
Male and Female Population

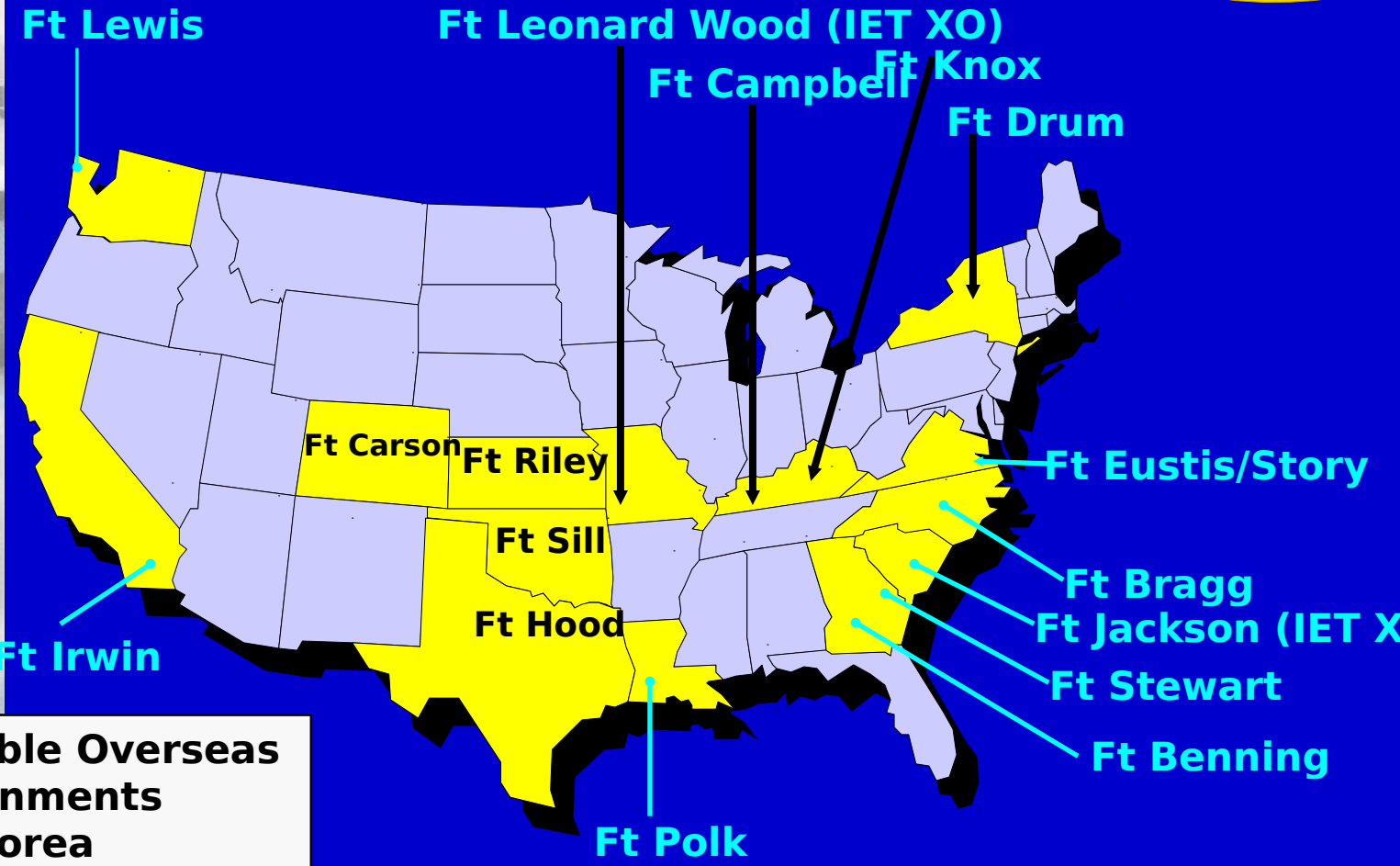
ARMY



TRANSPORTATION



OPERATIONAL ASSIGNMENTS



Possible Overseas Assignments

- Korea
- Japan
- Alaska
- Hawaii
- Germany

STRENGTH MNGR LIST

- Alaska - DSN: 317-384-2606/3330, COMM: 907-384-2606
- FT. Benning, GA - DSN 835-1415, COMM: 706-835-1415
- FT. Bliss, TX - DSN: 978-4100/4949, COMM: 915-568-4100
- FT. Bragg, NC - DSN: 236-2004/2579, COMM:910-396-2004
- FT. Campbell, KY - DSN 635-9659/9280, COMM: 502-798-9659
- FT. Carson, CO - DSN 691-4077/9828, COMM: 719-256-4077
- FT. Drum, NY - DSN 341-5747/5928/6498, COMM: 315-772-5747
- Egypt – 011 9727 628 1801, EXT. 3892_
- Ft. Eustis, VE - DSN: 927-2300, COMM: 757-878-2300
- Germany Strength Manager, DSN: 314-379-6501/7854/6440

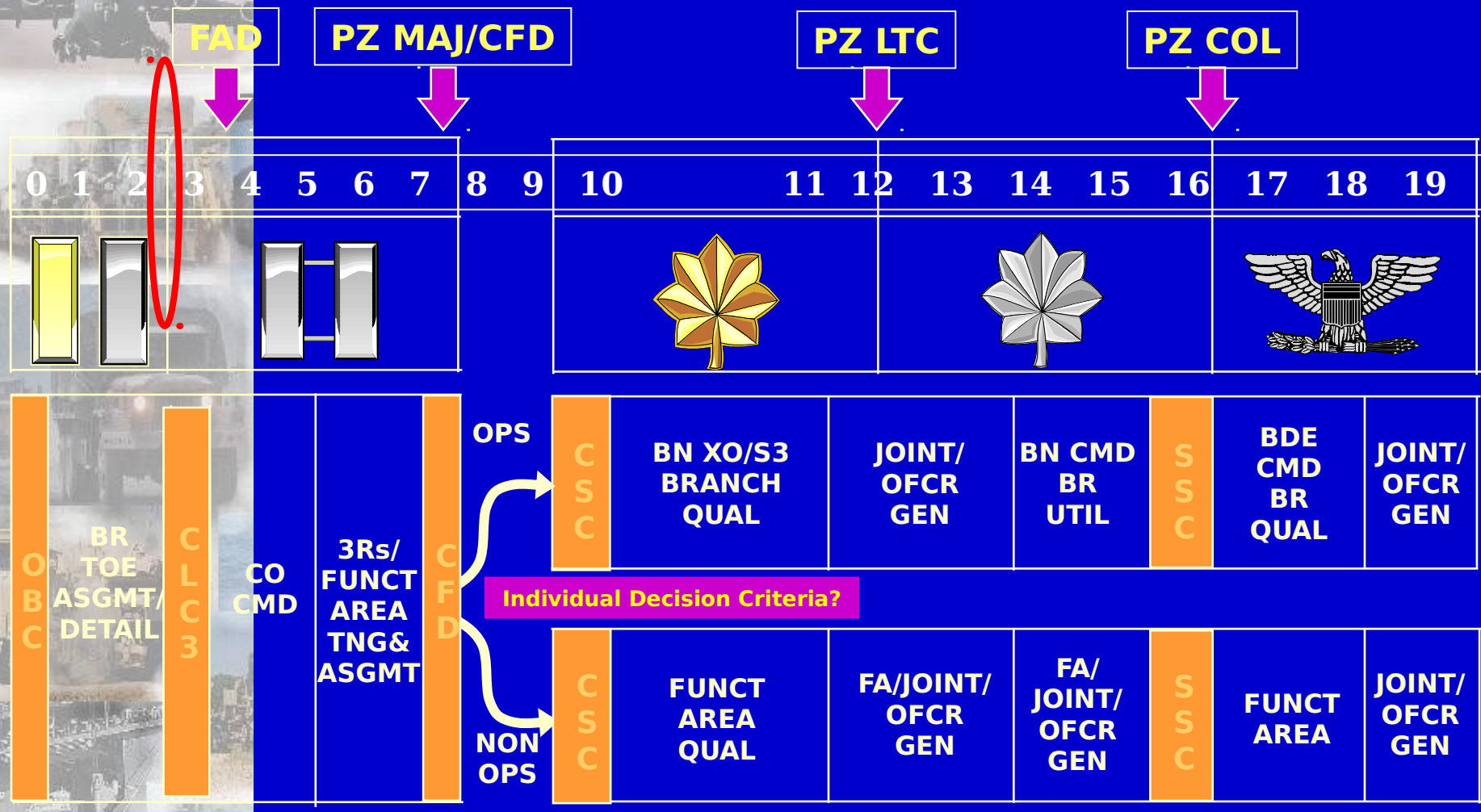
USAREUR Pinpoint at www.1perscom.army.mil/Opmd/Pinrequest.htm

- Hawaii - DSN: 438-6268/1119/1706, COMM: 808-438-6268
- FT. Hood, TX - DSN: 737-0357/0356, COMM: 817-287-0357
- FT. Irwin, CA - DSN 470-5237/3571, COMM: 619-380-5237
- Japan - DSN: 315-263-8060
- FT. Knox, KY - DSN:464-5451/4703, COMM: 502-624-5451
- Korea Strength Manager, DSN: 315-724-3465/3964

Sponsorship Website: https://www.sponsorhship.korea.army.mil

- FT. Lewis, WA - DSN:357-0234/0235, COMM: 206-967-0226
- FT. Polk, LA - DSN 863-1115 / 1112, COMM: 337-531-1115
- FT. Riley, KS - DSN 835-3021or 856-6705, COMM: 913-239-3021
- FT. Sill, OK - DSN: 639-4301/6383, COMM: 405-442-4301
- FT. Stewart, GA - DSN 870-47135840, COMM: 912-767-4713

LEADER DEVELOPMENT TIMELINE



DA Pam 600-3

ASSIGNMENTS FOR LTs

- Platoon leader
- Executive officer
- Movement control officer
- Battalion staff (S-1, S-4, Asst S-3)
- Initial entry training XO (Ft. Jackson)
- 1LT to Korea program

SUCCESS AS A LT

- Listen
- Understand your responsibilities
  - Maintenance
  - Supply
  - Property Accountability
  - Training
- Know your soldiers
- Understand your unit’s mission
- Maintain your physical fitness
- Lead from the front
- Always remain enthusiastic and positiv
- Ask questions when you do not unders
- LEARN!

JUNIOR OFFICER DEVELOPMENTAL SUPPORT FORM

JUNIOR OFFICER DEVELOPMENTAL SUPPORT FORM

For use of this Form, see AR 623-105; the proponent agency is ODCSPER

NAME OF RATED OFFICER (Last, First, MI)	SSN	GRADE	ORGANIZATION

PART I - INSTRUCTIONS. Use of this form is mandatory for Lieutenants and WO1s; optional for all other ranks.

Initial face-to-face (Part II and III)

- Discuss duty description/major performance objectives from DA Form 67-9-1. Discuss Army leader values, attributes and skills as related to future duty
- performance and professional development (Part II: Leader Character) Complete Developmental Action Plan (Part III)- Record at least one
- developmental task for each leadership action that targets major performance objectives listed on DA Form 67-9-1.
  Upon completion of the initial face-to-face counseling, date and initial Part IV
- (verification). Obtain senior rater's initials. Rated officer and rater retain file copy for use during later follow-up counselings.

Quarterly Follow-up Counselings (Part V- Reverse)

- Discuss major performance objectives and progress made. Adjust as needed.
- Discuss progress made on developmental tasks; update/modify tasks as needed to continue developmental process.
- Rater summarize key points in appropriate block of Part V.
- Rater and rated officer initial, date, and keep a file copy for use during later counselings.

NOTE: Reference for Army Leadership Doctrine is FM 22-100.

PART II CHARACTER. Disposition of the leader: combination of values, attributes, and skills affecting leader actions. (See FM 22-100)

ARMY VALUES

1. **HONOR:** Adherence to the Army's publicly declared code of values
2. **INTEGRITY:** Possesses high personal moral standards; honest in word and deed
3. **COURAGE:** Manifests physical and moral bravery
4. **LOYALTY:** Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier
5. **RESPECT:** Promotes dignity, consideration, fairness, & EO
6. **SELFLESS-SERVICE:** Places Army priorities before self
7. **DUTY:** Fulfills professional, legal, and moral obligations

ATTRIBUTES Fundamental qualities and characteristics	MENTAL Possesses desire, will, initiative, and discipline	PHYSICAL Maintains appropriate level of physical fitness and military bearing	EMOTIONAL Displays self-control; calm under pressure
SKILLS (Competence) Skill development is part of self-development; prerequisite to action	CONCEPTUAL Demonstrates sound judgment, critical / creative thinking, moral reasoning	INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions
	TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting		

PART III - DEVELOPMENTAL ACTION PLAN. Development tasks that target major performance objectives on the DA Form 67-9-1. (See FM 22-100)

INFLUENCING: Communicating, Decision Making, Motivating

COMMUNICATING. Articulates written and oral ideas/concepts clearly and concisely. Message received equals message sent. Displays effective listening skills.

DECISION MAKING. Reaches s
appropriate course(s) of action.

MOTIVATING. Inspires, motivates, and guides others towards mission accomplishment. Sets the example by being in excellent physical / mental condition and consistently displaying proper military bearing.

OPERATING: Planning, Executing, Assessing

PLANNING. Uses critical and creative thinking to develop executable plans that are suitable, acceptable, and feasible.

EXECUTING. Shows tactical and technical proficiency; meets mission standards; takes care of people/resources. Maximizes the use of available systems and technology. Performs well under physical and mental stress.

DA FORM 67-9-1a,OCT 97 USAPA V1.00

uation tools to facilitate consistent improvement.

IMPROVING: Developing, Building, Learning

and counsels subordinates increasing their knowledge, skills and confidence.

d, cohesive, team built on bonds of mutual trust, respect, and confidence. Fosters ethical climate.

nent (individual study, professional reading, etc.), and fosters a learning environment in the unit (IPRs, AARs, NCOPD, etc.)

The Key to Effective Counseling!

later initials _____ Date _____

2nd Assessment Key Points

ater initials _____ Date _____

3rd Assessment Key Points

Rated officer initials _____ Rater initials _____ Date _____

DA FORM 67-9-1a, OCT 97 (Reverse) USAPA V1.00

DA FORM 67-9 (Front Side)

OFFICER EVALUATION REPORT
For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) | b. SSN | c. RANK | d. DATE OF RANK (Year Month Day) | e. BRANCH | f. DESIGNATED SPECIALTIES / PMOS (WO)

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND | h. REASON FOR SUBMISSION

i. PERIOD COVERED (FROM: Year Month Day; THRU: Year Month Day) | j. RATED MONTHS | k. NONRATED CODES | l. NO. OF ENCL. | m. RATED OFFICER COPY (Check one and date): 1. Given to Officer; 2. Forwarded to Officer | Date | n. PSB INITIAL | o. CMD CODE | p. PSB CODE

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

	SSN	RANK	POSITION	SIGNATURE	DATE
a. NAME OF RATER (Last, First, MI)					
b. NAME OF INTERMEDIATE RATER (Last, First, MI)					
c. NAME OF SENIOR RATER (Last, First, MI)					

SENIOR RATER'S ORGANIZATION | BRANCH | SENIOR RATER TELEPHONE NUMBER | E-MAIL ADDRESS

d. This is a referred report, do you wish to make comments? ☐ Yes, comments are attached ☐ No | e. SIGNATURE OF RATED OFFICER | DATE

1

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE | b. POSITION AOC / BR

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM

2

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. **ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)**

	YES	NO		YES	NO
1. **HONOR:** Adherence to the Army's publicly declared code of values			5. **RESPECT:** Promotes dignity, consideration, fairness, & EO		
2. **INTEGRITY:** Possesses high personal moral standards; honest			6. **SELFLESS-SERVICE:** Places Army priorities before self		
3. **COURAGE:** Manifests physical and moral bravery			7. **DUTY:** Fulfills professional, legal, and moral obligations		
4. **LOYALTY:** Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier					

3

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS(Competence), and three from ACTIONS(LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. **Comments are mandatory for all "NO" entries in PART Vb.**

b.1. *ATTRIBUTES (Select 1)* Fundamental qualities and characteristics	1.	**MENTAL** Possesses desire, will, initiative, and discipline	YES NO	2.	**PHYSICAL** Maintains appropriate level of physical fitness and military bearing	YES NO	3.	**EMOTIONAL** Displays self-control; calm under pressure YES NO
b.2. *SKILLS (Competence) (Select 2)* Skill development is part of self-development; prerequisite to action	1.	**CONCEPTUAL** Demonstrates sound judgment, critical / creative thinking, moral reasoning	YES NO	2.	**INTERPERSONAL** Shows skill with people: coaching, teaching, counseling, motivating and empowering	YES NO	3.	**TECHNICAL** Possesses the necessary expertise to accomplish all tasks and functions YES NO
	4.	**TACTICAL** Demonstrates proficiency in required professional knowledge, judgment, and war fighting	YES NO					
b.3. *ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving*								
INFLUENCING Method of reaching goals while operating / improving	1.	**COMMUNICATING** Displays good oral, written, and listening skills for individuals / groups	YES NO	2.	**DECISION-MAKING** Employs sound judgment, logical reasoning and uses resources wisely	YES NO	3.	**MOTIVATING** Inspires, motivates, and guides others toward mission accomplishment YES NO
OPERATING Short-term mission accomplishment	4.	**PLANNING** Develops detailed, executable plans that are feasible, acceptable, and suitable	YES NO	5.	**EXECUTING** Shows tactical proficiency, meets mission standards, and takes care of people/resources	YES NO	6.	**ASSESSING** Uses after-action and evaluation tools to facilitate consistent improvement YES NO
IMPROVING Long-term improvement in the Army, its people and organizations	7.	**DEVELOPING** Invests adequate time and effort to develop individual subordinates as leaders	YES NO	8.	**BUILDING** Spends time and resources improving teams, groups, and units; fosters ethical climate	YES NO	9.	**LEARNING** Seeks self-improvement and organizational growth; envisioning, adapting and leading change YES NO

c. APFT: DATE: HEIGHT: WEIGHT:

d. ***JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.*** WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES NO NA

4

DA FORM 67 - 9 REPLACES DA FORM 67-8, 1 SEP 79, WHICH IS OBSOLETE, 1 OCT 97

1. RO signs last, ***Allow for Time***

2. Scope of Responsibilities - Remains important for Selection Bds

3. <u>No</u> is Bad

4. Only for Evaluation of Raters of LTs

DA FORM 67-9 (Back Side)

NAME SSN PERIOD COVERED

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

5

☐ OUTSTANDING PERFORMANCE, MUST PROMOTE ☐ SATISFACTORY PERFORMANCE, PROMOTE ☐ UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE ☐ OTHER *(Explain)*

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

6

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

7

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

☐ BEST QUALIFIED ☐ FULLY QUALIFIED ☐ DO NOT PROMOTE ☐ OTHER *(Explain below)*

I currently senior rate _____ officer(s) in this grade
A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review ☐ *YES* ☐ *NO (Explain in c)*

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

☐ ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)

☐ CENTER OF MASS

☐ BELOW CENTER OF MASS RETAIN

☐ BELOW CENTER OF MASS DO NOT RETAIN

c. COMMENT ON PERFORMANCE / POTENTIAL

8

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

5. To Date Most RO's viewed as *Outstanding*

6. Performance **&** ***Potential***

7. **NOT Potential** - Unique Skills etc.. - Majority of board members indicate that unique skills block sets the stage for OPMS XXI

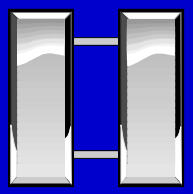
8. Senior Rater - ***Potential***

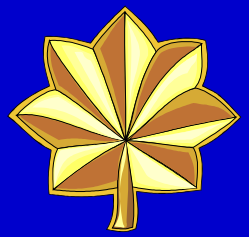
DA OFFICIAL PHOTOS

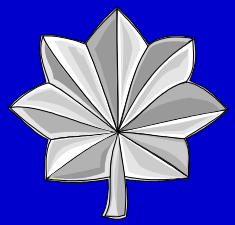
- 3/4 length digitized
- Taken upon promotion or within 1 year prior to any board action (recommendation)
- Photo considerations
  - discoloration
  - wrinkles and fit
  - awards
  - professional appearance

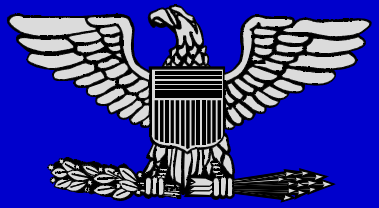
INDIVIDUAL RESPONSIBILITY

DA PHOTO

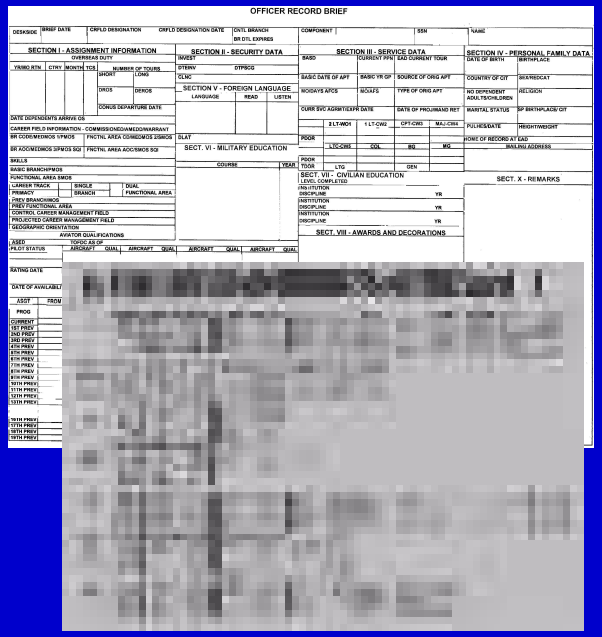


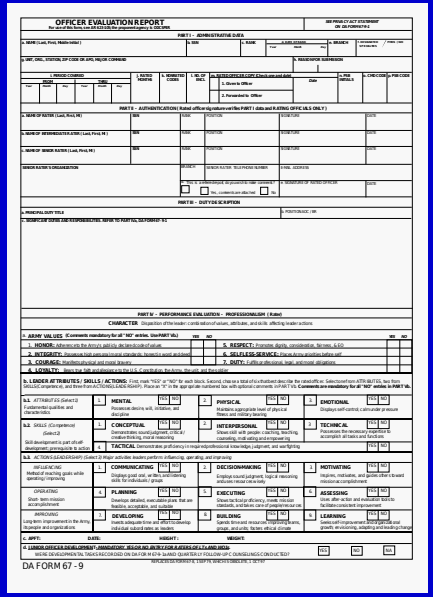






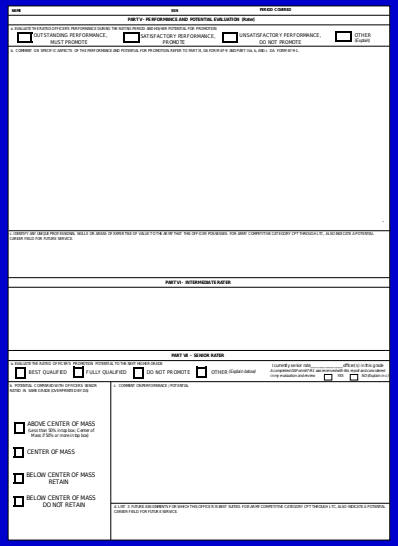
ORB & MICROFICHE





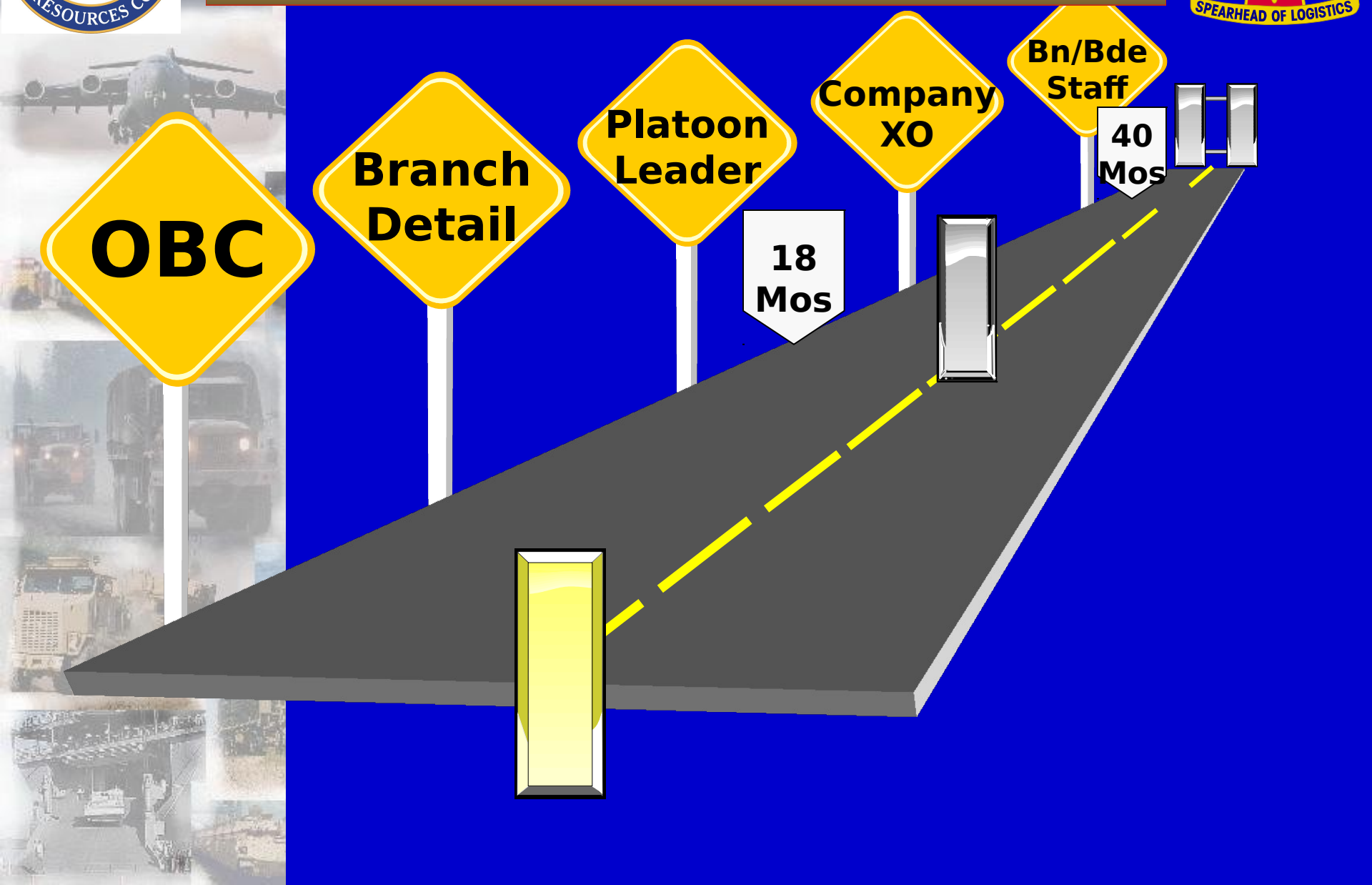
JOB DESCRIPTION

RTR/SR COMMENTS ON POTENTIAL



JOB PERFORMANCE…THE BEDROCK

THE ROAD TO CPT



CPT PROMOTION BOARD (NOV) FY03

GENDER

FEMALES	100.0%	50/50
MALES	97.1%	170/175

SELECTION RATE

	ARMY	TC	QM
OD			
PZ	98.9%	97.7%	98.6%
98.9%			
XZ	62.5%	50.0%	100.0%
30.0%			

AGE

YOUNGEST	24
OLDEST	37
AVERAGE	27.8

RACE

WHITE	98.8%	160/162
BLACK	94.6%	35/37
HISPANIC	92.9%	13/14
ASIAN/PAC	100.0%	8/8
AMER IND	100.0%	2/2
OTHER	100.0%	2/2

SOURCE OF APT

ROTC	97.7%	168/172
OCS	96.9%	32/33
USMA	100.0%	20/20

CIVILIAN EDUCATION

MASTERS	100.0%	3/3
BACHELORS	97.6%	205/210
ASSOCIATES	100.0%	12/12

FY 03 CPTs (NOV) BOAR
5 NOVEMBER 2002

WHAT YOU CAN EXPECT FROM US

- Candid and timely counsel concerning:
  - Career progression and assignment updates
  - Officer professional development
  - Board news
  - Latest OER trends

ASSIGNMENTS FOR CPTs

If Not Branch Qualified:

- Back to Troops/Company Command

Branch Qualified Captains:

- Active Component/Reserve Component (AC/RC)
- Recruiting
- ROTC Duty (Cadet Command)
- Training and Doctrine Command (TRADOC) Schools and Centers
- Combat Training Center Observer Controller
- Functional Area
- United States Military Academy Instructor
- Advanced Civil Schooling

QUESTIONS ?

CPT Kristen Nelson
U.S. HRC-Alexandria
ATTN: AHRC-OPG-T
200 STOVALL STREET
ALEXANDRIA, VA 22332-0416

DSN 221-5290/; COM (703) 325-5290
FAX DSN 221-2506; COM (703) 325-2506
E-MAIL kristen.nelson@hoffman.army.mil